

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
Region 21

INTER-CON SECURITY SYSTEMS, INC.¹

Employer

and

Case 21-RC-20520

INTERNATIONAL UNION, SECURITY, POLICE,
AND FIRE PROFESSIONALS OF AMERICA (SPFPA)

Petitioner

and

NATIONAL UNION OF
SECURITY PROFESSIONALS

Intervenor

DECISION AND DIRECTION OF ELECTION

Upon a petition duly filed under Section 9(c) of the National Labor Relations Act, as amended, hereinafter referred to as the Act, a hearing was held before a hearing officer of the National Labor Relations Board, hereinafter referred to as the Board.

Pursuant to the provisions of Section 3(b) of the Act, the Board has delegated its authority in this proceeding to the undersigned.

Upon the entire record in this proceeding, the undersigned finds:

1. The hearing officer's rulings made at the hearing are free from prejudicial error and are hereby affirmed.

2. The Employer is engaged in commerce within the meaning of the Act and it will effectuate the purposes of the Act to assert jurisdiction herein.

3. International Union, Security, Police, and Fire Professionals of America (SPFPA), the Petitioner, is a labor organization within the meaning of Section 2(5) of the Act, and claims to represent certain employees of the Employer.

4. National Union of Security Professionals, the Intervenor, is a labor organization within the meaning of Section 2(5) of the Act, and also claims to represent certain employees of the Employer.

5. A question affecting commerce exists concerning the representation of certain employees of the Employer within the meaning of Section 9(c)(1) and Sections 2(6) and (7) of the Act.

6. The following employees of the Employer constitute units appropriate for the purposes of collective bargaining within the meaning of Section 9(b) of the Act²:

Unit A: All security officers employed

¹ The name of the Employer appears as amended at the hearing.

² At hearing, the Employer and Petitioner stipulated to the composition and appropriateness of the three units. The Intervenor did not object to these units. On November 21, 2002, the Petitioner and Employer submitted a Joint Motion to Reopen the Record and Joint Stipulation to Amend the Parties' Stipulation of Appropriate Unit A. I grant the Joint Motion to Reopen the Record and hereby receive the Joint Stipulation of Appropriate Unit A into the record. On November 25, 2002, the Petitioner and Employer submitted a Joint Stipulation to Amend the Parties' Stipulation of Appropriate Unit B. Having granted the November 21, 2002 Joint Motion to Reopen the Record, I hereby receive the Joint Stipulation of Appropriate Unit B into the record. The above-described units of employees shall include those locations described in the Joint Stipulations submitted on November 21, 2002 and November 25, 2002, respectively.

by the Employer under the State of California, California Highway Patrol Emergency Master Contract for unarmed guard services at the Northern California locations currently covered by the Master Contract; excluding all non-guards and supervisors as defined in the Act.

Unit B: All security officers employed by the Employer under the State of California, California Highway Patrol Emergency Master Contract for unarmed guard services at the Southern California locations currently covered by the Master Contract (excluding the San Diego and Imperial Valley area locations); excluding all non-guards and supervisors as defined in the Act.

Unit C: All security officers employed by the Employer under the State of California, California Highway Patrol Emergency Master Contract for unarmed guard services at the San Diego and Imperial Valley area locations currently covered by the Master Contract; excluding all non-guards and supervisors as defined in the Act.³

The Employer, a California Corporation with its principal office in Pasadena, California, and numerous offices throughout the State of California, provides unarmed security services to the California Highway Patrol (CHP) at facilities throughout the State.⁴ The Petitioner seeks to represent three units of employees totaling approximately 650 full-time and regular part-time security officers employed by the Employer at CHP facilities throughout

³ The polling locations for each unit are described in, and attached hereto, as "Addendum A."

⁴ The Employer provides security services to the CHP pursuant to the Emergency Master Contract with the State of California.

California pursuant to an Emergency Master Contract between the State of California and the Employer.⁵

The Intervenor contends that the petition must be dismissed because the Petitioner is not qualified under Section 9(b)(3) of the Act to represent guards because it admits non-guards to membership; and/or is affiliated, directly or indirectly, with an organization that admits employees other than guards to membership. The Petitioner contends that the Intervenor is disqualified under Section 9(b)(3) of the Act because it admits non-guards to membership and/or is affiliated, directly or indirectly, with an organization that admits employees other than guards to membership. The Petitioner further asserts that the Intervenor is not a labor organization within the meaning of Section 2(5) of the Act.

Based on the record presented, I find that the Petitioner is not, either directly or indirectly, affiliated with an organization that admits employees other than guards to membership, and is therefore not disqualified from representing the petitioned-for employees. I also find that the Petitioner is not disqualified under Section 9(b)(3) of the Act from representing the bargaining units, as it has not been shown by clear and convincing evidence that such units would consist of guard and non-guard employees.

⁵ The Employer employs approximately 400 unit employees in Northern California (Unit A); approximately 200 unit employees in Southern California (excluding San Diego and Imperial Valley) (Unit B); and approximately 50 unit employees in San Diego and Imperial Valley areas (Unit C).

I also find that the Intervenor is a labor organization within the meaning of Section 2(5) of the Act and is not, either directly or indirectly, affiliated with an organization that admits employees other than guards to membership, and is therefore not disqualified from representing the petitioned-for employees. I also find that the Intervenor is not disqualified under Section 9(b)(3) from representing the bargaining units as it has not been shown by clear and convincing evidence that the bargaining units are composed of both guard and non-guard employees.

The Petitioner's and the Intervenor's

Section 9(b)(3) Status:

The Petitioner and Intervenor each assert that the other is not qualified under Section 9(b)(3) of the Act to represent guards because each is affiliated, either directly or indirectly, with an organization that admits non-guards to membership, and/or because the bargaining units will be composed of a mix of guard and non-guard employees. For the following reasons, I find that both the Petitioner and Intervenor are qualified to represent the guard units under Section 9(b)(3) of the Act.

Section 9(b)(3) of the Act states in pertinent part:

(b) The Board shall decide in each case whether, in order to assure to employees the fullest freedom in exercising the rights guaranteed by this Act, the unit appropriate for the purposes of collective bargaining shall be the employer unit, craft unit, plant unit or subdivision thereof: *Provided*, That the Board shall not: (3) decide that

any unit is appropriate for such purposes if it includes, together with their employees, any individual employed as a guard to enforce against employees and other persons rules to protect property of the employer or to protect the safety of persons on the employer's premises; but no labor organization shall be certified as the representative of employees in a bargaining unit of guards if such organization admits to membership or is affiliated directly or indirectly with an organization which admits to membership employees other than guards.

The Board has held that a union is indirectly affiliated with another if it is "not free to formulate its own policies and decide its own course of action independently." Wackenhut Corp. v NLRB, 178 F.3d 543, 554 (D.C. Cir. 1999), quoting International Harvester Co., 145 NLRB 1747, 1749 (1964). Mutual sympathy, common purpose, and assistance between such unions are not, standing alone, sufficient to show an indirect affiliation. When a guard union is in its formative stages, and has received logistical and clerical assistance and sundry advice from other established unions, the Board has determined that the spirit of the Act, in ensuring that the employer is able to maintain a faithful pool of employees to protect its business and property, is not violated. The Board's interpretation of the term "indirectly affiliated" requires a substantive bond that binds the two unions in management and policy, so that the guard union cannot determine its own course without approval of the nonguard union. Wackenhut, supra at 554.

The record shows that the Intervenor is in its formative stages, has received some assistance and support from the Service Employees International Union (SEIU), and may subsequently affiliate with the SEIU. However, the record in the instant case does not show that the Intervenor, via its receipt of support and assistance from the SEIU, created a substantive bond binding it to the SEIU in management and policy. Rather, the record indicates that any assistance provided by the SEIU to the Intervenor amounts to the logistical and clerical assistance, and sundry advice deemed permissible in Wackenhut. This finding is further supported by the fact that the Intervenor has been certified to represent guard units since at least 1998.⁶

The Petitioner asserts that NLRB v. Brinks, 843 F.2d 448 (11th Cir. 1988) requires that the Intervenor be found to be controlled, or is a "front," for the SEIU because the Intervenor is staffed with past and present non-guard union members. In "Brinks," the Court overturned a Board certification for a guard union because it was shown to have been subtly controlled by non-guard members who formulated all union policies and decisions. In the instant case, no evidence was presented showing that the Intervenor is controlled by SEIU or any other labor organization. In the absence of any evidence showing that the Intervenor has received material assistance and support from another labor

⁶ See Case 5-RC-14692.

organization, I do not find that the Intervenor's receipt of advice and support from the SEIU precludes its representation of the bargaining units under Section 9(b)(3) of the Act.

The Intervenor's assertions that the Petitioner is precluded from representing the bargaining units under Section 9(b)(3) of the Act are not supported by the evidence. In the instant case, no evidence was presented showing that the Petitioner is controlled by members or employees of another labor organization. In the absence of any evidence showing that the Petitioner has received material assistance and support from another labor organization, I do not find that the Petitioner received material assistance, thus preventing the Petitioner from making independent management and policy decisions, that would preclude its representation of the proposed units under Section 9(b)(3) of the Act.

In the event that either the Petitioner or Intervenor is certified, and that either is then shown to have accepted material assistance from a non-guard union sufficient to constitute indirect affiliation, the Board will entertain a motion to revoke the certification. Bonded Armored Carrier, 195 NLRB 346 (1972).

Both the Petitioner and Intervenor argue that the other should be precluded from representing the proposed units under Section 9(b)(3) of the Act because they admit guards and non-guards to membership. Based on an absence of

clear and convincing evidence in regards to either party on this issue, I do not find that either the Petitioner or the Intervenor admits both guards and non-guards to membership. See Burns Security Services, 278 NLRB 565 (1986). Although the Board has held that the performance of guard duties need not be the employees' only function in order to attain Section 9(b)(3) guard status, (see, e.g.: MGM Grand Hotel, 274 NLRB 139 (1985), McDonnell Aircraft Co. v. NLRB, 827 f.2d 324 (8th Cir. 1987)), the record contains no showing of either party admitting non-guards to membership.

The Intervenor cites The Boeing Co., 328 NLRB 128, 130 (1999) in support of its assertion that the Petitioner represents units of firefighters and, as a result, is precluded from representing guard units. In "Boeing," the Board found, by clear and convincing evidence, that the employer's firefighters performed significant guard duties. As a result, the firefighters were found to be statutory guards, and the guard union was allowed to continue its representation of the employees. Although the Petitioner's name herein contains the words "Fire Professionals," this fact, without any additional corroborative evidence showing that represented fire professionals engage in significant non-guard activities, is insufficient to show that the Petitioner admits guards and non-guards to membership.

The Intervenor also asserts that the Petitioner represents non-guard firefighters employed by Pinkerton's and Delphi, and bases this assertion on the testimony

presented in Case 7-RC-22308.⁷ Aside from the fact that the probative weight of this testimony is severely diminished because it was not subject to cross-examination or scrutiny by the hearing officer, basing a decision on such evidence would run contrary to Congress' intent that certification status not be established by collateral litigation of the guard status of other employer's employees, i.e. by attempting to show that the Petitioner may represent employees somewhere who would not be found to be a statutory guard in an appropriate proceeding. Children's Hospital of Michigan, 317 NLRB 580, 583 (1995). Accordingly, the Intervenor's assertion is rejected.

Intervenor's Section 2(5) Status

Section 2(5) of the Act defines "labor organization" as follows:

The term "labor organization" means any organization of any kind, or any agency or employee representation committee or plan, in which employees participate and which exists for the purpose, in whole or in part, of dealing with employers concerning grievances, labor disputes, wages, rates of pay, hours of employment, or conditions of work.

The Petitioner asserts that the Intervenor is not a labor organization within the meaning of Section 2(5) of the Act. In determining whether an organization meets the definition of Section 2(5) of the Act, the Board looks to

⁷ The parties stipulated that the record from Case 7-RC-22308 should be part of the instant record, and that the evidence therein should be used to resolve the issues presented in the instant case. During the hearing, all parties to this proceeding were given the opportunity to provide relevant testimony and evidence regarding their positions on all issues in this case.

the intent of the organization, and not what activities the organization actually performs, regardless of the progress of the organization's development. Edward A. Utlaut Memorial Hospital, 249 NLRB 1153, 1160 (1980). In regards to the intent of an organization, the Board has held that in order to be a labor organization under Section 2(5), two things are required of the organization: first, it must be an organization in which employees participate; and second, it must exist for the purpose, in whole or in part, of dealing with employers concerning wages, hours, and other terms and conditions of employment. Alto Plastics Mfg. Co., 136 NLRB 850, 851-852 (1962).

The record demonstrates that the Intervenor is a newly formed organization in which employees participate and which exists for the purpose of representing employees in negotiating with employers over wages, hours, and other terms and conditions of employment. The record shows the Intervenor has no constitution, bylaws, dues structure, previous collective-bargaining experience, or any reports on file with the U.S. Department of Labor under the Labor Management Reporting and Disclosure Act. However, it is well settled that the existence of elected officers and a constitution or bylaws is not determinative in analyzing whether an organization or association is a labor organization within the meaning of the Act. Yale New Haven Hospital, 309 NLRB 363 (1992); Armco, Inc., 271 NLRB 350 (1984); Steiner-Liff Textile Products Co., 259 NLRB 1064

(1982). Nor is labor organization status based on proof of specific instances that the organization has dealt with an employer. Armco, Inc., supra at 350; Steiner-Liff Textile Products Co., supra at 1065. In the absence of evidence to the contrary, I find that the Intervenor satisfies the definition of a labor organization set forth in Section 2(5) of the Act.

At the hearing, the Petitioner and Employer stipulated that the Units A, B, and C, as noted above, are each appropriate units for collective-bargaining purposes. Based on the record as a whole, I find that Units A, B, and C are appropriate units for the purposes of collective bargaining. I shall, therefore, direct an election in the appropriate units.

There are approximately 400 employees in Unit A; approximately 200 employees in Unit B; and approximately 50 employees in Unit C.

DIRECTION OF ELECTION

An election by secret ballot shall be conducted by the undersigned among employees in the units found appropriate at the time and place set forth in the notice of election to be issued subsequently, subject to the Boards Rules and Regulations. Eligible to vote are those in the units who were employed during the payroll period ending immediately preceding the date of this Decision, including employees who did not work during that period because they were ill, on vacation, or temporarily laid off. Employees

engaged in any economic strike, who have retained their status as strikers and who have not been permanently replaced are also eligible to vote. In addition, in an economic strike which commenced less than 12 months before the election date, employees engaged in such strike who have retained their status as strikers but who have been permanently replaced, as well as their replacements, are eligible to vote. Those in the military services of the United States may vote if they appear in person at the polls. Ineligible to vote are employees who have quit or been discharged for cause since the designated payroll period, employees engaged in a strike who have been discharged for cause since the commencement thereof and who have not been rehired or reinstated before the election date, and employees engaged in an economic strike which commenced more than 12 months before the election date and who have been permanently replaced.

Those eligible shall vote whether or not they desire to be represented for collective-bargaining purposes by **International Union, Security, Police, and Fire Professionals of America (SPFPA); or National Union of Security Professionals; or neither.**

LIST OF VOTERS

In order to ensure that all eligible voters have the opportunity to be informed of the issues in the exercise of their statutory right to vote, all parties to the election should have access to a list of voters and their

addresses which may be used to communicate with them.
Excelsior Underwear Inc., 156 NLRB 1236; NLRB v. Wyman-Gordon Co., 394 U.S. 759. Accordingly, it is hereby directed that an election eligibility list containing the full names and addresses of all the eligible voters shall be timely filed with the undersigned who shall make this list available to all parties to the election. In order to be timely filed, the list must be received in Region 21, 888 South Figueroa Street, 9th Floor, Los Angeles, California 90017 on or before December 10, 2002. No extension of time to file this list may be granted except in extraordinary circumstances nor shall the filing of a request for review operate to stay the requirement here imposed.

NOTICE OF POSTING OBLIGATION

According to Board Rules and Regulations, Section 103.21, Notices of Election must be posted in areas conspicuous to potential voters for a minimum of 3 working days prior to the day of the election. Failure to follow the posting requirement may result in additional litigation should proper objections to the election be filed. Section 103.20(c) of the Board's Rules and Regulations requires an employer to notify the Board at least 5 full working days prior to 12:01 a.m. of the day of the election if it has not received copies of the election notice. Club Demonstration Services, 317 NLRB 349 (1995). Failure to do so estops employers from filing objections based on nonposting of the election notice.

RIGHT TO REQUEST REVIEW

Under the provision of Section 102.67 of the Board's Rules and Regulations, a request for review of this Decision may be filed with the National Labor Relations Board, addressed to the Executive Secretary, 1099 14th Street, N.W., Washington, D.C. 20570. This request must be received by the Board in Washington by 5 p.m., EDT, on December 17, 2002.

DATED at Los Angeles, California, this 3rd day of December, 2002.

/s/Victoria E. Aguayo
Victoria E. Aguayo
Regional Director, Region 21
National Labor Relations Board

393-6081-2001

ADDENDUM A

UNIT A

Precinct A-1 - Downtown Sacramento

Polling Location: State of California Department of Motor Vehicles office, located at:

2415 1st Avenue
Sacramento, California

For Unit Employees located at:

5959 Chiles Road, Davis, California
505 Pole Line Road, Davis, California
2415 1st Avenue, Sacramento, California
1800 3rd Street, Sacramento, California
1500 5th Street, Sacramento, California
1801 7th Street, Sacramento, California
344 North 7th Street, Sacramento, California
591 North 7th Street, Sacramento, California
601 North 7th Street, Sacramento, California
611 North 7th Street, Sacramento, California
1416 9th Street, Sacramento, California
1516 9th Street, Sacramento, California
1600 9th Street, Sacramento, California
1700 9th Street, Sacramento, California
1416 10th Street, Sacramento, California
1500 11th Street, Sacramento, California
1517 13th Street, Sacramento, California
1808 14th Street, Sacramento, California
1823 14th Street, Sacramento, California
1050 20th Street, Sacramento, California
1719 24th Street, Sacramento, California
1616 29th Street, Sacramento, California
1727 30th Street, Sacramento, California
1801 30th Street, Sacramento, California
3301 C Street, Sacramento, California
630 K Street, Sacramento, California
818 K Street, Sacramento, California
1700 K Street, Sacramento, California
460 N Street, Sacramento, California
1120 N Street, Sacramento, California
1220 N Street, Sacramento, California
1430 N Street, Sacramento, California
1227 O Street, Sacramento, California
714 P Street, Sacramento, California
744 P Street, Sacramento, California
901 P Street, Sacramento, California
Precinct A-1, continued:

800 Q Street, Sacramento, California
1102 Q Street, Sacramento, California
400 R Street, Sacramento, California
304 S Street, Sacramento, California
1515 S Street, Sacramento, California
1300 U Street, Sacramento, California
2200 X Street, Sacramento, California
1820 Alhambra Boulevard, Sacramento, California
1891 Alhambra Boulevard, Sacramento, California
4700 Broadway Boulevard, Sacramento, California
5009 Broadway Boulevard, Sacramento, California
Cal Trans Tower Bridge, Sacramento, California
721 Capital Mall, Sacramento, California
800 Capital Mall, Sacramento, California
801 Capital Mall, Sacramento, California
7226 Florin Road, Sacramento, California

5900 Folsom Boulevard, Sacramento, California
7801 Folsom Boulevard, Sacramento, California
7000 Franklin Boulevard, Sacramento, California
3704 Parkway Place, West Sacramento, California
3300 Reed Street, Sacramento, California
1900 Royal Oaks Drive, Sacramento, California
601 Sequoia Pacific Boulevard, Sacramento, California
630 Sequoia Pacific Boulevard, Sacramento, California
4241 Williamsborough Drive, Sacramento, California

Precinct A-2 - Arden Way, Sacramento

Polling Location: Inter-Con corporate office, located at:

2730 Arden Way, Suite 218
Sacramento, California

For Unit Employees located at:

5209 North Avenue, Carmichael, California
9750 Business Park Drive, Rancho Cordova, California
2752 Kilgore Road, Rancho Cordova, California
11031 International Drive, Rancho Cordova, California
11120 International Drive, Rancho Cordova, California
11150 International Drive, Rancho Cordova, California
9560 Micron Way, Rancho Cordova, California
3560 Schriever Avenue, Rancho Cordova, California
10961 Sun Center Drive, Rancho Cordova, California
10971 Sun Center Drive, Rancho Cordova, California
11031 Sun Center Drive, Rancho Cordova, California
11093 Sun Center Drive, Rancho Cordova, California
11037 Trade Center Drive, Rancho Cordova, California
8300 Valdez Avenue, Rancho Cordova, California
222 Harding Boulevard, Roseville, California
199 North Sunrise Avenue, Roseville, California
9675 Butterfield Way, Sacramento, California

Precinct A-2, continued:

8800 Cal Center Drive, Sacramento, California
3310 El Camino Avenue, Sacramento, California
2100 Evergreen Street, Sacramento, California
2800 Gateway Oaks Drive, Sacramento, California
9815 Goethe Road, Sacramento, California
3901 Leanne Drive, Sacramento, California
9800 Old Winery Place, Sacramento, California
3750 Rosin Court, Sacramento, California

Precinct A-3 - Oakland

Polling Location: State of California Department of Social Services office, located at:

Elihu M. Harris State Office Building

1515 Clay Street
Oakland, California

For Unit Employees located at:

150 Jackson Street, Hayward, California
1225 4th Avenue, Oakland, California
501 85th Avenue, Oakland, California
5300 Claremont Avenue, Oakland, California
7700 Edgewater Drive, Oakland, California
Elihu M. Harris State Office Building, 1515 Clay Street,
Oakland, California
675 Hegenberger Road, Oakland, California
111 West Grand Avenue, Oakland, California

Precinct A-4 - Richmond

Polling Location: Angelo Gourmet Deli, located at:

12025 San Pablo Avenue
Richmond, California

For Unit Employees located at:

2151 Berkeley Way, Berkeley, California
700 Heinz Avenue, Berkeley, California
1625 Shattuck Avenue, Berkeley, California
6400 Manila Avenue, El Cerrito, California
343 22nd Street, Richmond, California
850 Marina Way South, Richmond, California

Precinct A-5 - Stockton

Polling Location: La Quinta Inn, located at:

2710 West March Lane
Stockton, California

For Unit Employees located at:

1783 West Yosemite Avenue, Manteca, California
31 Channel Street, Stockton, California
1976 East Charter Way, Stockton, California
710 North American Way, Stockton, California
135 West Fremont, Street, Stockton, California
342 East 11th Street, Suite #C, Tracy, California
213 West 11th Street, Tracy, California

Precinct A-6 - Turlock

Polling Location: State of California Employment Development Department office, located at:

125 North Broadway
Turlock, California

For Unit Employees located at:

629 12th Street, Modesto, California
125 Burney Street, Modesto, California
125 North Broadway, Turlock, California

Precinct A-7 - San Francisco

Polling Location: State of California Employment Development Department office, located at:

801 Turk Street
San Francisco, California

For Unit Employees located at:

1377 Fell Street, San Francisco, California
745 Franklin Street, San Francisco, California
425 Mission Street, San Francisco, California
801 Turk Street, San Francisco, California

Precinct A-8 - Fresno

Polling Location: Quality Inn, located at:

480 East Shaw Avenue
Fresno, California

For Unit Employees located at:

533 Pollasky Avenue, Clovis, California
1510 East Herndon Avenue, Fresno, California
2015 East Shields Avenue, Fresno, California
2555 Elm Avenue, Fresno, California
2550 Mariposa Mall, Fresno, California
5156 North Blackstone, Fresno, California
2208 North Hayston Avenue, Fresno, California
1352 Olive Avenue, Fresno, California
655 West Olive Avenue, Fresno, California

4491 West Shaw Avenue, Fresno, California
1939 Academy Avenue, Sanger, California

Precinct A-9 - Oroville

Polling Location: State of California Department of Water
Resources office, located at:

460 Glen Drive
Oroville, California

For Unit Employees located at:

460 Glen Drive, Oroville, California

Precinct A-10 - Fairfield

Polling Location: State of California Department of Motor
Vehicles office, located at:

455 Pacific Avenue
Fairfield, California

For Employees located at:

455 Pacific Avenue, Fairfield, California
6250 Lambie Road, Suisun City, California
125 Corporate Place, Vallejo, California
200 Couch Street, Vallejo, California

Precinct A-11 - San Jose

Polling Location: Patolita House, located at:

148 West Alma Avenue
San Jose, California

For Unit Employees located at:

4287 Central Avenue, Fremont, California
39155 Liberty Street, Fremont, California
260 East Laurel Drive, Salinas, California
111 West Alma Avenue, San Jose, California
297 West Hedding Street, San Jose, California
180 Martinvale Lane, San Jose, California
425 North Amphlett Boulevard, San Mateo, California
3665 Flora Vista Avenue, Santa Clara, California

Precinct A-12 - Mail Ballot

For Unit Employees located at:

500 South Main Street, Bishop, California
Route 1, Box 39, Byron, California
24001 South Fresno Coalinga Road, Coalinga, California
409 K Street, Eureka, California
31770 Gonzaga Road, Gustine, California
1205 West 18th Street, Merced, California

UNIT B

Precinct B-1 - Norwalk

Polling Location: State of California Employment
Development Department office, located at:

12715 Pioneer Boulevard
Norwalk, California

For Employees located at:

9520 East Artesia Boulevard, Bellflower, California
6801 Garfield Avenue, Bell Gardens, California
1231 South Gerhart Avenue, City of Commerce, California
9900 Baldwin Place, El Monte, California
10404 East Valley Boulevard, El Monte, California
9480 Telstar Avenue, El Monte, California
909 West Valencia Drive, Fullerton, California
424 North Wilcox Avenue, Montebello, California
12715 Pioneer Boulevard, Norwalk, California
12904 East Telegraph Road, Santa Fe Springs, California

Precinct B-1 continued:

800 South Glendora Avenue, West Covina, California
933 South Glendora Avenue, West Covina, California
9338 Painter Avenue, Whittier, California
9825 South Painter Avenue, Whittier, California

Precinct B-2 - Irvine

Polling Location: State of California Cal Trans office,
located at:

3347 Michelson Drive
Irvine, California

For Unit Employees located at:

650 West 19th Street, Costa Mesa, California

5796 Corporate Avenue, Cypress, California
6681 Marine Way, Irvine, California
3347 Michelson Drive, Irvine, California
3351 Michelson Drive, Irvine, California
3355 Michelson Drive, Irvine, California
1808 North Batavia Street, Orange, California
1330 East 1st Street, Santa Ana, California
1000 East Santa Ana Boulevard, Santa Ana, California
13700 Hoover Street, Westminster, California

Precinct B-3 - Long Beach

Polling Location: State of California Department of
Corrections office, located at:

4300 Long Beach Boulevard
Long Beach, California

For Unit Employees located at:

2165 East Spring Street, Long Beach, California
3700 East Willow Street, Long Beach, California
4300 Long Beach Boulevard, Long Beach, California
3700 West El Segundo Boulevard, Hawthorne, California
1511 North Gaffey Street, San Pedro, California
28 Civic Center Drive, Santa Ana, California
785 West 220th Street, Torrance, California

Precinct B-4 - Downtown Los Angeles

Polling Location: Junipero Serra Building, located at:

320 West 4th Street
Los Angeles, California

For Unit Employees located at:

2111 South Santa Fe Avenue, Compton, California
8100 Maie Street, Huntington Park, California
621 North La Brea Avenue, Inglewood, California
Heliotrope Yard, Los Angeles, California
Junipero Serra Building, 320 West 4th Street,
Los Angeles, California
Material Lab, Los Angeles, California
315 West 9th Street, Los Angeles, California
803 North Cole Avenue, Los Angeles, California

3529 North Mission Road, Los Angeles, California
Ronald Regan State Office Building, 300 South Spring Street,
Los Angeles, California
5401 South Crenshaw Boulevard, Los Angeles, California
2444 South Alameda Street, Los Angeles, California
120 South Spring Street, Los Angeles, California
2771 South Western Avenue, Los Angeles, California
11130 South Western Avenue, Los Angeles, California
600 St. Paul Avenue, Los Angeles, California
1600 Vine Street, Los Angeles, California
1449 West Temple Street, Los Angeles, California
3435 Wilshire Boulevard, Los Angeles, California
3580 Wilshire Boulevard, Los Angeles, California

Precinct B-5 - Santa Monica

Polling Location: State of California Employment Development
Department office, located at:

914 Broadway
Santa Monica, California

For Unit Employees located at:

11400 West Washington Boulevard, Culver City, California
914 Broadway, Santa Monica, California
932 Broadway, Santa Monica, California
2235 Colorado Avenue, Santa Monica, California

Precinct B-6 - Pasadena

Polling Location: Inter-Con corporate office, located at:

210 South De Lacey Avenue
Pasadena, California

For Unit Employees located at:

1255 South Central Avenue, Glendale, California
1335 West Glenoaks Boulevard, Glendale, California
1207 East Green Street, Pasadena, California
49 South Rosemead Boulevard, Pasadena, California
670 St. Johns Avenue, Pasadena, California

Precinct B-7 - Pacoima

Polling Location: State of California Employment Development
Department office, located at:

11623 Glenoaks Boulevard
Pacoima, California

For Unit Employees located at:

21010 Vanowen Street, Canoga Park, California
20725 Sherman Way, Los Angeles, California
14400 Van Nuys Boulevard, Los Angeles, California
24427 Newhall Avenue, Newhall, California
6736 Laurel Canyon Boulevard, North Hollywood, California
10940 Victory Boulevard, North Hollywood, California
11623 Glenoaks Boulevard, Pacoima, California
980 Enchanted Way, Simi Valley, California
6150 Van Nuys Boulevard, Van Nuys, California
14920 Vanowen Street, Van Nuys, California

Precinct B-8 -Lancaster

Polling Location: State of California Employment Development
Department office, located at:

1420 West Avenue I
Lancaster, California

For Unit Employees located at:

1110 West Avenue I, Lancaster, California
1420 West Avenue I, Lancaster, California
2260 East Palmdale Boulevard, Palmdale, California

Precinct B-9 - Bakersfield

Polling Location: State of California Department of Water
Resources office, located at:

4201 South Sabodan Street
Bakersfield, California

For Unit Employees located at:

3120 F Street, Bakersfield, California
3120 Schirra Court, Bakersfield, California
4201 South Sabodan Street, Bakersfield, California

Precinct B-10 - San Bernardino

Polling Location: State of California Cal Trans office,
located at:

464 West 4th Street
San Bernardino, California

For Unit Employees located at:

17590 Foothill Boulevard, Fontana, California
24532 116th Street East, Pearblossom, California
8629 Hellman Avenue, Rancho Cucamonga, California
814 West Colton Avenue, Redlands, California
1659 West Lugonia Street, Redlands, California
Cal-Towers, 3737 Main Street, Riverside, California
6235 River Crest Drive, Riverside, California
1310 North Waterman Avenue, San Bernardino, California
655 West 2nd Street, San Bernardino, California
464 West 4th Street, San Bernardino, California

Precinct B-11 - Mail Ballot

For Unit Employees located at:

100 East Veterans Parkway, Barstow, California
31849 North Lake Hughes Road, Castaic, California
237 River Road, Corona, California
47-110 Calhoun Street, Indio, California
44-480 Jackson Street, Indio, California
4050 South Saviers Road, Oxnard, California
264 East Monterey Avenue, Pomona, California
1600 South Garey Avenue, Pomona, California
50 Higuera Street, San Luis Obispo, California
1150 Laurel Lane, San Luis Obispo, California
130 East Ortega Street, Santa Barbara, California
15418 Cholame Road, Victorville, California
14855 Corta Drive, Victorville, California

UNIT C

Polling Location: Inter-Con corporate office, located at:

2801 Camino Del Rio South
San Diego, California

For Unit Employees located at:

301 Herber Street, Calexico, California
30 North Glover Avenue, Chula Vista, California
700 Naples Court, Chula Vista, California
1550 West Main Street, El Centro, California
725 North Escondido Boulevard, Escondido, California
570 C Street, San Diego, California
4375 Derrick Drive, San Diego, California
1350 Front Street, San Diego, California
2829 Juan Street, San Diego, California
7575 Metropolitan Drive, San Diego, California
3960 Normal Street, San Diego, California
7181 Opportunity Road, San Diego, California

1505 Rigel Street, San Diego, California
3702 Del Sol Boulevard, San Ysidro, California

